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## Norfolk Community Services Board

**December 7, 2004**

**Contact: Sandy Johnson, 441-5300**

*FOR IMMEDIATE RELEASE*

### Norfolk Community Services Board Names New Board Member

NORFOLK, VA —**NORFOLK COMMUNITY SERVICES BOARD NAMES NEW**

**BOARD MEMBER: Dana Redding** has been appointed to the Norfolk Community Services Board and recently began her term of office. Mrs. Redding is the owner of Topical Beauty landscaping service in Norfolk and is an advocate for persons with mental retardation, as well as those with mental health and substance addiction problems. Norfolk Community Services Board provides mental health, mental retardation, and substance abuse services to the residents of Norfolk.

For additional information, please call 441-5300.



**Mrs. Dana Redding**

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**October 20, 2004**

**Contact: Sandy Johnson, 441-5300**

*FOR IMMEDIATE RELEASE*

## Norfolk Community Services Board Wins 2004 State Neighborhood Youth Effort of the Year Award

NORFOLK, VA — Norfolk Community Services Board is happy to announce that the 11<sup>th</sup> Annual Tidewater YADAPP (Youth Alcohol and Drug Abuse Prevention Project) Conference held in March 2004 has been selected as the winner of the State Neighborhood Youth Effort of the Year Award. The Award is shared by Conference Coordinators Susan Stahley of Norfolk Community Services Board and Olivia Kearney of Newport News Public Schools. It was presented recently in Blacksburg at the Virginia Statewide Neighborhood Conference held on the campus of Virginia Polytechnic Institute. Roberta Farmer and Mindy Mayes, two leaders of the Tidewater YADAPP Conference, accompanied Ms. Stahley and Ms. Kearney to Blacksburg.

The local conference attracted 276 individuals and prepared participants to take on leadership roles in their schools and neighborhoods to promote alcohol- and drug- free lifestyles. Following the conference, they have worked to promote activities such as drug and alcohol free post-prom and -graduation parties and to reduce violence in schools and surrounding neighborhoods.

Norfolk Community Services Board provides public mental health, mental retardation and substance abuse rehabilitation and treatment to approximately 6,000 Norfolk residents annually.

For additional information, please call 441-5300.

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## Norfolk Community Services Board

**October 19, 2004**

**Contact: Sandy Johnson, 441-5300**

*FOR IMMEDIATE RELEASE*

### Norfolk Community Services Board Names New Board Member

NORFOLK, VA —**NORFOLK COMMUNITY SERVICES BOARD NAMES NEW**

**BOARD MEMBER: Pamela Wright** has been appointed to the Norfolk Community Services Board and recently began her term of office. Mrs. Wright is an advocate for persons with mental retardation, as well as those with mental health and substance addiction problems.

Norfolk Community Services Board provides mental health, mental retardation, and substance abuse services to approximately 6,000 Norfolk residents annually.

For additional information, please call 441-5300.



**Mrs. Pamela Wright**

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# Employees Missed 500,000 Work Days Last Year

**DUE TO ALCOHOLISM ALONE. STILL THINK YOU DON'T NEED TO BE CONCERNED ABOUT SUBSTANCE ABUSE IN THE WORKPLACE?**

**Drug and alcohol addiction. It's a workplace issue.**

**It is also a national epidemic. Over 15 million people were dependent on either drugs or alcohol in 2002.**

**Why should we care about this?** Because untreated addiction costs this country over \$294 billion dollars each year in unnecessary health care costs, accidents, new prisons and lost earnings.

Only 10.3% of individuals age 12 and older who need treatment for drug or alcohol problems receive by it, despite the tremendous toll that addiction takes on individuals, employers and society as a whole.

The reasons for this are many, but access and availability remain two of the greatest obstacles. This is especially troubling because addiction treatment is just as successful as treating other chronic health problems such as asthma and treatment is cost-effective.

**It's Good Business** to support employees in recovery and their loved ones. Employers of all sizes, from the largest corporation to the smallest neighborhood business, have everything to gain by taking an active role in addressing their employees' drug and alcohol related problems and supporting the recovery process.

**Organizations experience a variety of benefits** by committing to a drug- and alcohol-free workplace and supporting treatment and recovery programs, including:

- Increased productivity and higher morale
- Increased quality of performance
- Lower workers' compensation insurance

- Reduced absenteeism
- Improved safety.

**The cost of treatment and recovery support programs** for employees is always a tremendous concern to any business, large or small. Reports have shown that the money invested in these services and programs is minimal when you consider the huge payoff. For instance:



- An Ohio survey of 668 drug and alcohol treatment residents one year after treatment indicated that absenteeism decreased by 89%, tardiness by 92% and on-the-job injuries by 57%.
- Blue Cross/Blue Shield found that families' health care costs dropped by 87 percent after addiction treatment.

Employers who support individuals trying to beat alcohol or drug addiction will see their commitment returned many times over in the form of increased productivity, profitability, and loyalty.

**You can make a difference.** Here are some steps any employer can take to address drug and alcohol problems in the workplace.

1. **Get real.** Odds are that someone

who works for you is abusing alcohol, using illicit drugs, or trying to cope with addiction-related problems at home. Assume that the physical, mental, and emotional toll that an addiction problem is having on that person is hindering his or her work performance and, ultimately, your business interests.

2. **Educate yourself** about drug and alcohol use and addiction issues in the workplace and how to address them. See the next page for free resources.
3. **Accept, encourage and support** employees trying to beat a drug or alcohol problem. Provide them with informational materials on local community resources. Promote your concerns about drug and alcohol use and addiction and your company's support for treatment. Host alcohol-free work related events. Consider forming an Employee Assistance Program.
4. **Make an announcement** about your company's support and concern for employees engaged in or in need of treatment.
5. **Create a confidential feedback mechanism** for employees to provide you with input on how helpful and informative your support and encouragement are to them. An employee survey may suffice. Make changes to address any issues that arise.

**Our jobs are important to all of us. By working with employees to create an alcohol- and drug-free workplace, all of us will prosper—employees and their friends and families, employers, and the communities in which we all live and work.**

## Free Resources

- 15th Annual National Alcohol & Drug Addiction Recovery Month, [www.recoverymonth.gov/2004/default.aspx](http://www.recoverymonth.gov/2004/default.aspx)
- Prevention Services, Norfolk Community Services Board, 441-1180
- Substance Abuse and Mental Health Services Administration's Workplace Helpline (1-800-WORKPLACE, [www.workplace.samhsa.gov](http://www.workplace.samhsa.gov))
- U.S. Department of Labor's Working Partners for an Alcohol- and Drug-Free Workplace (866-4-USA-DOL, [www.dol.gov/dol/workingpartners.htm](http://www.dol.gov/dol/workingpartners.htm))
- Institute for a Drug-Free Workplace (202-842-7400, [www.drugfreeworkplace.org](http://www.drugfreeworkplace.org))
- Employee Assistance Professionals Association (EAPA) in Arlington (703-522-6272, [www.eap-association.com](http://www.eap-association.com)).



# Norfolk Community Services Board

August 4, 2004

Contact: Sandy Johnson

## 100 Toddlers to Graduate From Norfolk Community Services Board Program

NORFOLK, VA —One hundred youngsters will graduate from the Infant Development Program of Norfolk Community Services Board on Wednesday, August 18, 2004. Vice Mayor Daun Hester will welcome guests to the ceremony, which will take place at Easton Preschool, 6045 Curlew Drive, Norfolk. The program will begin at 10:00 a.m. in the school auditorium.

The Infant Development Program works with children from birth to three years of age who have or are at risk of developmental delays or disabilities. When they entered the program, some of these children were not able to meet all of the developmental benchmarks for children their age and some were at risk of not being able to talk or to walk. Yet every single one of them has made progress during their time with Norfolk CSB.

These little graduates are now eligible to enter the Norfolk Public School System to continue their progress in pre-kindergarten classes, after which some will enter the general school population and some will follow the special education track to reach their highest level of achievement.

Forty-five youngsters and their families are expected to participate in the graduation ceremony.

For additional information, please call 441-5300.

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# Norfolk Community Services Board

March 29, 2004

Contact: Sandy Johnson

## Norfolk Community Services Board Awarded CARF Accreditation

NORFOLK, VA —Norfolk Community Services Board has been awarded accreditation by CARF for its Opioid Treatment Program, marking the first accreditation that has been sought by Norfolk CSB from this international accrediting commission.

Norfolk Community Services Board has four locations in Norfolk and has provided mental health, mental retardation and substance abuse services to Norfolk's residents for over thirty-five years. The Opioid Treatment Program takes a comprehensive approach to treating patients addicted to heroin and prescription opiates, including medical and psychiatric evaluation, individual and group counseling, and use of appropriate medications such as Methadone to alleviate withdrawal symptoms, reduce opiate craving, and block the effects of heroin should the patient use illicit drugs.

Norfolk CSB selected CARF as its accrediting body due to a shared commitment to promote the quality, value and optimal outcomes of services that center on enhancing the lives of the individuals served. CARF accreditation is awarded to organizations which have passed a rigorous peer review process and demonstrated to a team of surveyors that they are committed to CARF's accreditation standards and conditions and that the persons receiving services are benefiting from them.

Founded in 1966 as the Commission on Accreditation of Rehabilitation Facilities, CARF is an independent, not-for-profit accrediting body which establishes consumer-focused standards that help organizations measure and improve the quality of their programs and services.

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